



ALTYOR

BUSINESS ETHIC, SOCIAL
& ENVIRONMENTAL
RESPONSIBILITY CHARTER

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Editorial



Yanis Cottard
Altyor's chairman

Altyor is specialized in the eco-responsible manufacturing of complete electronic devices, connected industrial sensors and smart objects. With 30 years' experience and a wide range of competencies we bring them, a state-of-the-art industrial process and a smart supply chain. From your idea or concept, Altyor brings the project to life; innovative and eco-designed objects that make sense. From innovation strategy to mechanical and electronic design, from industrialisation to production, Altyor manages the entire product development process for and with you. Altyor is also committed to ecological transition through its expertise in eco-design, reasoned manufacturing and circular economy loops.

Altyor is making an even more concrete commitment by becoming a 'benefit corporation' in 2023.

“ We are a team made of passionate people, experts and leaders, located in France and in China. We are proud of its diversity, the involvement and the professionalism of each. They are part of ALTYOR DNA. We count on everyone to achieve the excellence we aim for. ”

“ We believe in strong human values: respect, solidarity, responsibility, customer satisfaction and fairness. ”

“ We want to participate in the ecological and social transition and pursue concrete actions that have an impact on the environment through our business. ”

Altyor makes business fairly and sincerely, adhering to ethical principles and refraining from unfair practices and any form of bribery or corruption.

“ We refuse to work with any group, organization or individual engaged in unlawful or unethical activities. ”

“ We are convinced to have a role to play for social and economic development in our ecosystem and in the market. ”

“ We want to push our values, to be responsible with the environment and to participate to support local economy. ”

Because social responsibility & ethics is not only a concern for big companies Altyor, though the following charter, commits on three axes: People, fair business practices, environmental and societal involvement.

“ We commit on respecting this charter and ensuring the respect of the chart by all and each stakeholder. Altyor truly believed that being trustable, sustainable and responsible towards our stakeholders' matters. ”

Introduction

This charter aims to reflect Altyor's way of articulating its compliance with business ethics and social responsibility laws and standards. It's an opportunity to reinforce our values and to communicate on our commitments towards our collaborators, customers, suppliers and widely all stakeholders.

Ethics and social responsibility is everybody concern in Altyor, it is integrated throughout the overall organization and intrinsic to all processes defined in the corporate governance.

Altyor referred on local laws of countries it operates in, ISO 26000 (guidelines for social responsibility from the International Organization for Standardization), ILO (International Labour Organization) and ETI (Ethical trading Initiative) to setup this charter.

According to the ISO 26000 standard [1], Social Responsibility is the responsibility of an organization for the impacts of its business on society and the environment, through transparent and ethical behavior. The core subjects to be taking into account to maximize the contribution to a sustainable development are: Human rights, labor practices, and the environment, the faire operating practices, consumer issues, community involvement and development.

Nota: This charter can be used as a guideline. In addition, these principles are promoted within the company by special training sessions & internal communication.

Our mission

Meaning in innovation, responsibility in action

We, Altyormates, wish to contribute, on our scale, to the ecological and social issues challenging humanity. Our conviction that SMBs hold the power to change our economic models and our production methods urges us to ensure our organization is a player in the industrial transformation. Convinced of the potential of the men and women who make up our company, we want to use all our know-how to serve progress, to create a sustainable and desirable world.

Our expert and enthusiastic teams are therefore committed to a responsible approach to the design, manufacturing and offer users and customers products that contribute to the ecological and social transition, while limiting the environmental impact of our activity.

Unpretentious but proud of our values, we are determined to embody and inspire a modern industry where social justice, respect for the environment and economic sufficiency prevail over infinite growth, in particular by relinquishing opportunities that do not correspond to our values.

Our 4 statutory objectives

The social and environmental objectives that the Company is committed to pursuing in the course of its business, as defined in the second paragraph of Article L. 210-10 of the French Commercial Code, are the following:

EXEMPLARITY

Create a responsible industrial movement, by inspiring, uniting and educating our ecosystem. This is our ultimate goal in becoming a mission-driven company.

CONTRIBUTION

Offer services and expertise for products that contribute greatly to the ecological and social transition, such as ecology, sustainable agriculture, education, wonderment, energy savings and any other area highlighted in the UN Sustainable Development Goals. This means relinquishing projects that do not meet these criteria. The question for each project is: «What is the meaning of the project?»

RESPONSABILITY

Eco-design, eco-manufacturing, circular economy: we are committed to minimizing the environmental Impact of our products and those of our customers. This is the heart of Design for Tomorrow.

FULFILLMENT

The true foundation of our vision: our organization will endeavour to ensure the fulfillment of each Altyormate in their mission, in all the entities of the group. Around an inclusive policy.

Our CSR commitments

Altyor is committed around these 4 aspects:



Human Rights & Labour practices

Altyor respects the fundamental principles of human rights as defined by the United Nations. Altyor commits on acting ethically and following its values with all stakeholders



Ethical business practices

Altyor respects fair operating practices in each step of its activity (buying, producing and selling). Its suppliers must do the same according to the country's laws and to the international's regulations.



Environment practices

Altyor is committed to reducing the environmental impact of its organization and products.



Sustainable procurement practices

Altyor is committed to responsible and sustainable purchasing, which requires a policy of control and commitment.

Altyor's governance

The objective of Altyor's governance is to optimize operational performance and is based on the trust that is naturally placed in each other. As such, this governance is learning, agile and promotes autonomy.

Our employees at the heart of governance

Our operational managers have real decision-making power. No more omnipresent bosses making all the decisions, but 2 key words: trust and transparency.

5 committees of human size exist:



Strategic Committee

It has a supervisory function for the company and provides opinions and recommendations on the strategic directions presented by the ComEx. It is composed of representatives from investors present in Altyor's capital, BPI France and Société Générale, and two members of the ComEx: Yanis Cottard, Group President, and Yannis Brun.



Executive Committee or ComEx

It decides the Group's strategy and defines the associated resources. It is the governance body with the most significant decision-making power. The constituent members are President Yanis Cottard and partners Yannis Brun, Julien Marichy, and Thomas Gauthier.



Operational Committees

It decides on operational choices at the Group level in line with the directions given by the Executive Committee and in relation to the field constraints it encounters. There are 3 operational committees, one for each entity: Altyor Industries, Tiloli, and NodOn.



Management Committee

It decides on choices specific to its activity in relation to the specific constraints it encounters and in relation to topics submitted to it by the Executive Committee or the operational committees. There are two management committees within Altyor: one in France and one in China.



Mission Committee, CSR and Design for Tomorrow

The Mission Committees, CSR and Design for Tomorrow are committees that guide the company in its sustainable choices. Other specific subject committees are also created, such as the Made in France Committee or the Large Account Committee.

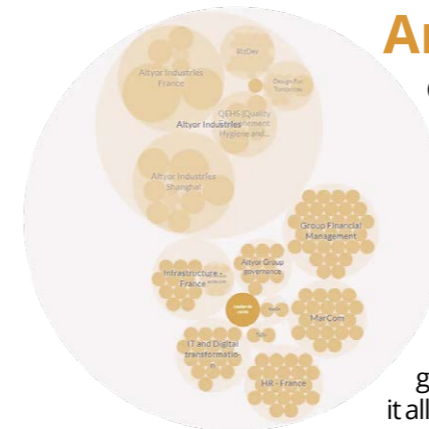


In addition to these committees, we encourage the creation of task

forces: telework, ERP, stress, etc. These are all subjects that, at the initiative of the field or the Executive Committee, are brought to life and managed by employees who wish to get involved.

An agile representation of Altyor

Gone are the inflexible rake organizational charts; Altyor has chosen a role-based representation through a tool called Holaspirt.



The benefits are numerous:
 A representation that highlights each person's roles rather than hierarchical relationships
 Better understanding for new employees of each person's role and its content
 Flexibility, allowing for the easy creation of new roles or new bodies
 This spherical representation also provides better ownership of one's tasks, giving leadership and autonomy to each Altyormate within their scope. Finally, it allows for the easy evolution of each person's roles according to the company's needs

Social

Labor rights, including health and safety, working conditions, structured social dialogue, career management and training, as well as human rights through the promotion of diversity, equity and inclusion and prevention of child labor and forced labor are pillars of our commitments.



Labor law policies

Altyor is committed to providing each Altyormate with a secure workplace, where each employee feels fulfilled, respected and sees themselves growing.



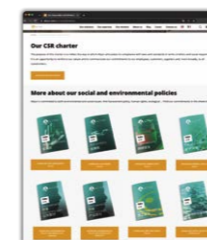
Human rights policies

The company can be a real tool for everyone's development if and only if it is free from discrimination and harassment. It is from this angle, which is one of the pillars of our Benefit corporation, that Altyor wishes to evolve.

Available at www.altyor.group

Our objectives

Provide a safe working environment	Provide a work environment free from discrimination and harassment	3 GOOD HEALTH AND WELL-BEING
Encourage social dialogue	Facilitate reporting in the event of a failure	4 QUALITY EDUCATION
Promoting the inclusion of people with disabilities	Participate in the professional development of our employees	8 DECENT WORK AND ECONOMIC GROWTH
Be transparent about working conditions	Improving the integration of newcomers	10 REDUCED INEQUALITIES



Our anti-harassment, anti-bribery and labor policies are available on altyor.com/csr-commitments/. A contact form is also available for any whistleblower report by an employee, partner or supplier.

Environmental

Altyor is committed to the environment at the corporate level and at the product level.

Responsible commitment at the company level

Altyor pursues its ambition to reduce the environmental footprint of its activity, in particular energy consumption, water consumption and the materials used.

Our objectives

Train our Altyormates in climate issues	Regularly carry out our GHG assessment		
Reduce the energy consumption of our buildings	Mastering water management		
Reduce the consumption of our IT infrastructure	Having recourse to the transport of goods and people with the lowest CO2 emissions		
Have optimized waste management			



Our Environmental and Employee Safety policies are available at altyor.com/csr-commitments/

Our carbon footprint results are also available: altyor.com/find-the-result-of-our-carbon-footprint-an-outcommitments/

Design for Tomorrow

by ALTYOR

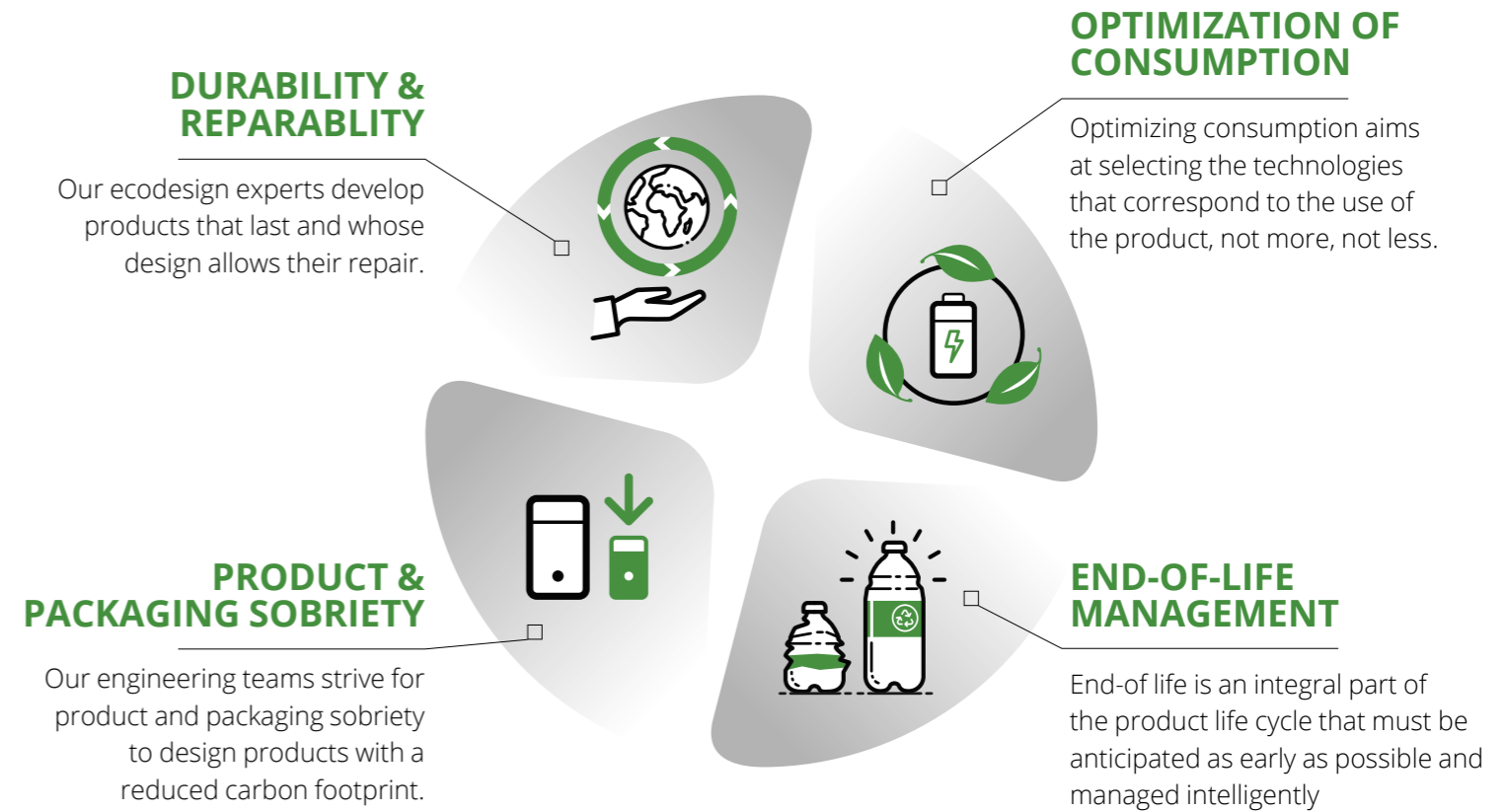
Design for Tomorrow, ecoresponsible approach by Altyor

The purpose of this approach is to control and reduce the environmental footprint during R&D for the manufacture of our customers' electronic and mechanical products.

Our objectives

Select design and manufacturing projects with a low environmental impact or contributing to a positive social and environmental impact	Eco-design 100% of products (via our expertise in energy optimization, choice of materials, intelligent design, etc.)	Develop our recycling loops, in order to increase the percentage of recycled material
Promote our reconditioning loop to our customers, so that they adopt this business model	Measure the environmental footprint of each product	

Our Environmental product policy is available at altyor.com/csr-commitments/



Circular economy

Altyor acts as a contract manufacturer on behalf of its customers. Altyor enables responsible development and manufacturing by mastering the circular economy process for plastic injection:

RECYCLING LOOP

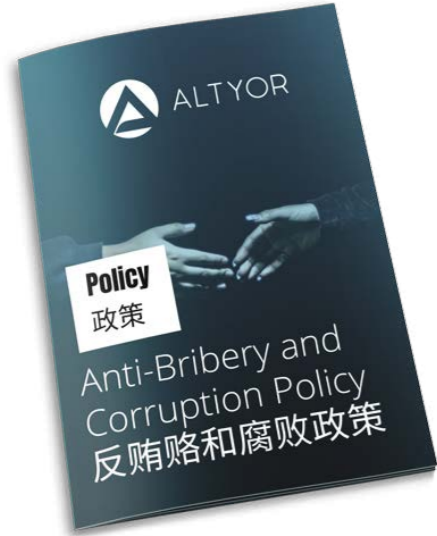


REFURBISHING LOOP



Business ethic

Corruption and mismanagement of information are part of the challenges of a CSR policy. Altyor is therefore committed on these fronts in order to guarantee ethical and responsible business management.



Anti-corruption policy and fraud

This policy is devoted to the fight against these illegalities, as well as money laundering, conflicts of interest and the reflexes to have.



Information security policy

This policy is devoted to the fight against these illegalities, as well as money laundering, conflicts of interest and the reflexes to have.

Available at www.altyor.group

Our objectives

Educate our Altyormates on the reflexes to have both in terms of inappropriate gestures linked to corruption, and cyberattacks	An alert procedure has been put in place to report any fact that does not respect these policies, a procedure open to all our stakeholders.
Although we obviously suffer from phishing campaigns, our objective is that we are ready, and that this causes no internal impact.	

Sustainable procurement

Altyor has a supply chain rich in diversity and therefore requiring a control and commitment policy. Our purchases of materials, electronic components or finished products are therefore subject to the search for responsible and sustainable management.



Sustainable procurement

Our Sustainable procurement policy recognizes that all types of products and services purchased have inherent impacts on society, human health, the environment and the economy. Altyor therefore makes sustainable purchasing decisions.



The conflict minerals policy

We also have specific issues related to our business as a designer and manufacturer of electronic products, our conflict minerals policy sets out our commitments.

Available at www.altyor.group

Our objectives

Launch a process to commit all our suppliers to social and environmental responsibility. This involves signing a code of conduct, an annual assessment, on site audits	Create a support program for our suppliers in the development of their capacities on environmental and social issues, through action plan monitoring, training or guides on specific subjects
Launch a binding approach on the subject of Minerals Conflicts	Promoting diversity among our suppliers



